

WORDS & VISION

UFV FACULTY AND STAFF ASSOCIATION NEWSLETTER

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Chief Negotiator Report

John Carroll | Faculty Vice President

The FSA contract committee has worked very diligently through the fall to put together a focused and balanced proposal package.

The question that many members are asking is when will the actual bargaining take place. At this point, the committee is prepared to present the proposal package to the FSA executive. Once the executive has examined it and given its approval, the FSA will set a date for an EGM. This should happen in early to mid-January. Well in advance of this meeting, the FSA will forward the proposal package to members. The EGM will provide members with the opportunity to ask questions about the package and to seek clarification. Once the EGM has taken place, we will be ready to go into bargaining. Ideally, that would begin sometime in January.

Predictions can be risky, but I would like to think that with a new Collective Agreement, one which members decide is worthy of ratifying, we will receive all the salary improvements that other members in the sector have received.

It is worth pointing out that the proposal package we present to members will not include the specific language; it will contain the specific proposals and relevant article(s). Although the bargaining team is determined to stand firm on its bargaining principles, it acknowledges that bargaining by its very nature demands some flexibility. Therefore, some language that we take into the room may not be the language we end up with. Also, members should keep in mind that management will also bring forward its own list of proposals, and those we cannot predict.

The process undertaken by the contract committee up to this point has been thorough. I am confident that we have arrived

at a proposal package that is reasonable and sensitive to the concerns of all members. The FSA acknowledges that the present bargaining climate is restrictive. "Cost neutral" is the phrase we hear often. However, keeping that in mind (and reserving the right to feel a hint of cynicism about it), we have worked hard to find ways to improve the working conditions of all our members, holding to the principle of "do no harm."

How long we will be at the table depends on many factors, not the least of which is the willingness of both parties to work together, albeit with competing interests, in order to arrive at a contract that serves the best interests of all. This new round of bargaining will bring with it a memory of the last round and the strong message sent by members, especially about the language that eroded the autonomy of UFV faculty. We expect that management heard this message and understands that we cannot continue in that direction. As well, the FSA is committed to holding firm at the bargaining table against any erosion of staff working conditions and to secure, where possible, improvements to those conditions.

Perhaps an extension to the principle of "do no harm" should be "do no harm to members so no harm is done to the vision of UFV as a kind and productive workplace, and a leader in undergraduate education in Canada."



Time to Restore Funding to ABE and ESL

Sean Parkinson | President

Our annual Holiday Dinner and Dance was held at Chilliwack Golf and Country Club on November 21. Thank-you to our Social Committee Chair, Emily Major who organized a successful, sold out event for staff and faculty. We would like to acknowledge the UFV Board for their generous financial contribution. Many attendees went home with great gifts donated by departments, UFV administration and the FSA. It was a nice way to start the holiday season.

Updates from the last Words and Vision column

The report from the Select Standing committee on Finance and Government Services is out and we are pleased to announce that the first recommendation in the advanced education section is to "Restore full and sustained funding to the Adult Basic Education (ABE) and English as a Second Language (ESL) programs." You can read the report ([here](#)).

We have representation at the Fraser Valley Labour council meetings with Kathy Gowdridge, Vicki Bolan and myself as delegates. We will report on major issues at the labour council in future columns.

The two policy grievances mentioned in the last column have been vetted by the Federation of Post-Secondary Educators Grievance and Arbitration Review committee and have been referred to arbitration.

The three reports we were expecting from management have been received:

1. Article 12.11(a)(i) (Institutional Faculty Target Levels) the so-called 70-30 per cent ratio
2. Article 12.17 Student Worker Appointments
3. Article 18.16 Department Head releases, stipends and compensation in lieu of releases.

Findings from the reports will be summarized in a future column or you may access the reports for yourself ([here](#)).

Immediate Priorities in the Union Office



Contract and bargaining issues.

Short Range Priorities in the Union Office

1. A review of FSA structure and processes: a self-assessment and an external opinion on how we go about our business is a major undertaking but an important one. Many FSA executive members will be working on this project.
2. A constitutional review. Our constitution is an important document, which needs to be reviewed to ensure it meets the needs of membership in 2015. A review committee will be formed.
3. Tenure and Promotion Procedures: the FSA has a role to play in helping train the review committees. Although not all standards are through Senate at this time, the FSA needs to be ready for its part in the process. Several FSA executive members will be representing you with this important work.

Long Range Goals in the Union Office

There is a need for the FSA to have an ideological stance on what we stand for as a union. We need to articulate specific principles that reflect what is important to membership and guide our decisions and priorities. Visioning that gives us a lens that is attentive to a value system we subscribe to and is sustainable over multiple terms of office.



In solidarity,
Sean Parkinson
FSA president



National Day of Remembrance and Action on Violence Against Women

Teresa Piper | FPSE Status of Women Representative

December 6: National Day of Remembrance and Action on Violence against Women (and 16 Days of Activism)

- 16 Days of Activism against Gender-Based Violence (Nov. 25 – Dec. 10)
- International Day for the Elimination of Violence against Women (Nov. 25)
- International Day of Women Human Rights Defenders (WHRD) (Nov. 29)
- National Day of Remembrance and Action on Violence against Women (Dec. 6)
- Human Rights Day (Dec. 10).

This year, Canadians will observe the 25th annual commemoration of the Montreal massacre. The day is particularly significant for those of us at post-secondary institutions. On December 6, 1989, 14 young women, mostly students, were murdered at the École Polytechnique de Montréal. The victims were Geneviève Bergeron, Hélène Colgan, Nathalie Croteau, Barbara Daigneault, Anne-Marie Edward, Maud Haviernick, Maryse Laganière, Maryse Leclair, Anne-Marie Lemay, Sonia Pelletier, Michèle Richard, Annie St-Arneault, Annie Turcotte, and Barbara Klucznik-Widajewicz.

The murderer blamed feminists for ruining his life and hoped to silence us. Instead, this hate crime sparked the flame of a national campaign of awareness about the need to stop violence at all levels of Canadian society.

Recently Canadians have begun to realize

that we are not alone in our sentiments at this time of year. Since 1991, women's rights activists from around the world have promoted 16 days of activism against gender-based violence, from November 25 to December 10 each year.

In 1999, the United Nations General Assembly designated November 25 as the International Day for the Elimination of Violence against Women. It commemorates the lives and example of three sisters known as Las Mariposas ("The Butterflies"). On November 25, 1960, Patria, Minerva, and María Teresa Mirabal Reyes were brutally murdered by henchmen of Rafael Trujillo, the dictator of the Dominican Republic, who wanted to stop their protests against his regime.

Far from silencing the protests, the murder of the Mirabal sisters was the flame that incited the Dominican people to overthrow Trujillo's bloody regime. He was assassinated six months later.

We remember these women. We know their names. When women are suppressed in our ordinary aspirations or in our protests against injustice, we are not silenced. We live on in the activism of each and every woman.

But what about the women and girls most of us do not remember?

- In Canada, about 1,200 indigenous women and girls were murdered or went missing over the past three decades. Calls for a public inquiry have been ignored for years.

- Four out of five female undergraduate students said that they had been victims of violence in a dating relationship.
- On any given day in Canada, more than 3,300 women (along with their 3,000 children) are forced to sleep in an emergency shelter to escape domestic violence. Every night, about 200 women are turned away because the shelters are full.
- About 80 per cent of sex trafficking victims in Canada are women and girls.

And around the world:

“Violence against women happens in all cultures and religions, in all ethnic and racial communities, at every age, and in every income group”



- Women from poor or indigenous communities all over Mexico are lured to Juárez City to work at the maquiladora assembly plants to work and send money to the family they have left behind. Instead, many find abuse, violence and death. More than 370 bodies had been found by February 2005 and over 400 women were still missing, according to Amnesty International. The Mexican government has reacted with indifference.
- Women in conflict countries like Syria, Iraq, Afghanistan, and numerous African countries, are the targets of violent abuse and torture by government forces and armed groups. There are now over four million Syrian refugees, of whom four out of five are women and children. Women and girls report sexual violence as their main reason for fleeing the country, according to the International Rescue committee.

Violence against women happens in all cultures and religions, in all ethnic and racial communities, at every age, and in every income group.

Which women are especially at risk?

- Aboriginal women are 3.5 times more likely to be victims of violence compared to non-Aboriginal women.
- Younger women are at a much higher risk of violent victimization. Sixty-six per cent of all female victims of sexual assault are under the age of twenty-four.

Eleven per cent are under the age of 11.

- Women aged 15 to 24 are killed at nearly three times the rate for all female victims of domestic homicide.
- Sixty per cent of women with a disability experience some form of violence.
- Immigrant women may be more vulnerable to domestic violence due to economic dependence, language barriers, and a lack of knowledge about community resources.
- Women of colour are more likely to face discrimination in their communities or in the workplace. They also face racism in the health care system, including cultural insensitivity, racial slurs, and poor quality care.

What should we do to stop the violence, abuse and discrimination around us?

- Get involved with your board of education to establish educational programs to promote respectful relationships and gender equality from kindergarten to Grade 12.
- Demand of your local elected representatives to fund teen violence prevention programs at the middle or high school level to increase self-confidence, respect and gender equality.
- At the university level, work with student unions, faculty, staff and administrators to conduct public awareness campaigns and establish educational

programs to put an end to sexual abuse and discrimination.

- Work on curriculum development that places a strong focus on gender equality and human rights.

Fittingly, the 16 Days of Activism against Gender-Based Violence end on December 10, Human Rights Day, which commemorates the day in 1948 on which the United Nations General Assembly adopted the Universal Declaration of Human Rights. In its preamble, the declaration states, "the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women."

"For too long, the history of women has been a history of silence. Even today, there are those who are trying to silence our words.... Human rights are women's rights and women's rights are human rights once and for all. Let us not forget that among those rights are the right to speak freely — and the right to be heard." (Hilary Clinton, 1995, Beijing)



Holiday Season Starts off Right

Emily Major | Social Committee Chair

Starting the Holiday season with a sold out event!

Wow! When I took on the role of Social Committee chair I had no idea the annual holiday party would be such a great success! On November 21, the Chilliwack Golf and Country Club welcomed a group of 120 for the Annual FSA/UFV holiday dinner dance. The photo booth was a complete hit, guests were able to strike a pose, leaving with a great little photo souvenir from the event. Trevor McDonald had everyone on their feet dancing the night away, and, with around a thousand dollars' worth of prizes won, I think it is safe to say the event went well!

I want to say a special thank you to Kathy Gowdridge, Caitlin Pascuzzo, Tanja Rourke and Harmandeep Dhalliwal who helped me make this event such a success. I would not have been able to do it without you.

I should also mention the success of the Halloween party. We had more than 100 attendees on the Abbotsford

campus for the HR/FSA Halloween party, with about 25 employees joining in at the Chilliwack campus to celebrate this haunting holiday. At the Abbotsford campus, we saw everything from book faeries to some of the coolest steam punk costumes I have ever seen. There was pizza, pop, and laughs, and I can't wait to see what everyone comes up with next year. Congratulations to the prize winners, and thank you for those who participated this year. In Abbotsford, the library book faeries won best group spirit, John Potts won for scariest costume, Sandra Smith won for most original costume, Sue Bridgen won for weirdest costume and Ed Visser won for funniest costume. At CEP, the Chilliwack library Star Wars gang won for best department spirit, Anne Russell won for funniest costume and Dave Pinton won for the most original costume.

I wish everyone a safe and happy holiday, and I will be sending out a call in the New Year for anyone interested in helping me plan next year's holiday bash!





Taxable Benefits a Hot Topic

Colleen Bell | Joint Professional Development Committee Co-Chair

On November 6 and 7, I had my first introduction to the Federation of Post-Secondary Educators Professional and Scholarly Development committee (PSDC). One of the more interesting and lively topics of discussion was around taxable vs. non-taxable benefits related to professional development. It seems that the guidelines from Canada Revenue Agency are ever-changing, and institutions are scrambling to keep up. This can lead to some frustrating and unpleasant experiences for employees, who often don't realize they've received a taxable benefit until it shows up on a T4.

An example of a benefit that has changed over time is the Training & Development allowance — employees who've been here for a while remember a time when we could use these funds to help pay for gym memberships, among other things. But no longer — in order to maintain this allowance as a non-taxable benefit, UFV has had to restrict the use of these funds. It is used, for example, to pay for PD expenses that exceed the employee's annual PD allocation. And while these funds can be used to

pay for your home Internet connection or to purchase a computer, they do not extend to iPad purchases, except under specific circumstances. There is some variation across institutions in how the CRA guidelines are interpreted, however, and it seems to relate to how the CRA guidelines are communicated — if the CRA has questions about a benefit, it will be up to the employer to convince them that the benefit falls within the guidelines.

The JPDC committee also met in November, and there are a number of issues the committee is working on right now, including developing guidelines around PD expenses (for example, what would be considered a reasonable cost for accommodation?) and revising the post-PD report template to help “close the loop” for both employees and their supervisors. More to come on both of these.

The next meeting of JPDC is scheduled for December 10; if you have questions or issues you'd like to raise, please let me know.



FSA Collects for Abbotsford Food Bank

Martin Kelly | Staff Steward

We don't have an exact weight but I'm guessing we collected about 250 kilos of food and \$200 cash. Why do it? Because I have seen, over years, how the Abbotsford Food Bank has supported UFV students in need. And not just in Abbotsford — in Chilliwack and Hope as well. When the call came out that supplies were low, it was a no brainer.





Jeopardizing a Liveable Life: Reworking Employment

**Christina
Neigel** | Faculty
Vice President

The complexities of our daily work can often leave us with little head space for unpacking the bigger issues that frame our workplace experiences. As part of a fairly large institution we generally trust that the policies and processes that organize our work serve the institution's best interests and, hopefully, most of our own. When we begin to question those policies and processes, we begin to question the assumptions and ideologies that reside beneath them. We are in such a period now.

Some of our concerns can be traced back to our institution becoming a full university but many others emerge from much larger socio-economic processes. In addition to the ongoing tensions of UFV adapting to its changed mandate as a university, there are also significant pressures relating to work intensification, rising casual labour, and quality assessment initiatives that are located in a neoliberal agenda. "Neoliberalism imposes the view that education is a commodity individuals should purchase for their own benefit (...) and universities increasingly behave as corporations" (Courtois & O'Keefe, 2015, p. 44). This ideology requires us to reorient our work in some fairly significant ways.

Here at UFV we have seen the rapid adoption of rationalized systems that force us to be ever more accountable and responsible for the recruitment and retention of students. Further, we are all becoming subjects of increased surveillance and control. Work plans and reporting are not inherently "normal" practices for doing education work but they have become "normalized" through changing policies and procedures. Further, decreasing public funding for education has created an elevated need for private monies and a need for less expensive labour. This has spawned the restructuring of that labour that includes its casualization.

Of those affected, women are significantly impacted. In a study of women in various occupations in the Greater Toronto Area (GTA) women describe being "squeezed" and frustrated with constant short-cycle and temporary

work (Khosal, 2014). A recent CUPE study of six locals in three B.C. universities suggests that precarious and casual work is on the rise in B.C. post-secondary institutions (St. John, 2015). This aligns with CUPE's broader membership context, which includes a mainly female membership (68 per cent) with many being older than the general working age population in Canada. (CUPE, 2014). Further, 55 per cent of their members are in precarious and vulnerable positions. Younger members are also more likely to find themselves in temporary and uncertain work situations. This is troubling because an emphasis on casual work means that individuals "are often unable to accrue seniority, have limited access to benefits, and have little protection from arbitrary dismissal" (St. John, 2015).

This casualization of work has effects on bargaining, as well. In a study of privatization of schools, Catlaks (2014) argues that "moving from collective agreements to individualized temporary contracts, makes it increasingly difficult to negotiate and bargain collectively, hence, undermining fundamental democratic rights to organize and defend interests collectively" (p. 194). In other words, the slippage we see with the ways in which the people around us are employed, affects us all and we bear a responsibility to protect our labour organizations.

Our unions continue to offer the possibility for a better life, particularly for those who may already be marginalized and disadvantaged. Even looking at the example of women, a recent study by the Canadian Federation of Independent Business reveals that the income gaps between university-educated men and women are smaller in the public sector when compared to that of the private sector (Andersen, 2015).

There is an enormous amount of work to be done in our local FSA if we are going to ensure the long term health of our association. This work goes beyond our current bargaining to develop the "long game" for our

“As staff and faculty, we are not innocent and removed from what happens to our students. We are implicated in their socio-economic future and we have a moral commitment to being attentive to the conditions that shape their prospects”

current and future members. This is only possible if we begin looking beyond UFV. We must survey the regional, national, and international labour contexts. Further, we must be attentive to the material conditions of our students and the futures they face. As staff and faculty, we are not innocent and removed from what happens to our students. We are implicated in their socio-economic future and we have a moral commitment to being attentive to the conditions that shape their prospects. As part of this obligation, we must speak out against the destabilization and marginalization that is occurring in the restructuring of work. While this can begin in our current bargaining process (and partially explains the time we have spent on this process), more time and effort must be dedicated to developing sound strategies that will better position us in taking action and speaking out in other contexts. For example, I am committed to working with our executive on developing some philosophical principles that will serve as a touchstone when attempting to analyze and confront practices that erode our material well-being. In addition, there is a need to conduct a review of our FSA operations. I am keenly interested in participating in this process as it has the potential to galvanize our association and assist us in partnering better with our colleagues in other institutions.

Despite the limitations of time, I look forward to digging in to some of these projects. I encourage members to also engage by joining us at executive meetings, asking

questions of our executive, and alerting us to practices that may be helpful or problematic. While the executive carries out the work of the union on behalf of members, the FSA membership is the union and all of us, together, bear the responsibility of attending to the problems of the workplace.

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Editors note: References were inadvertently left off the print version of Christina's article in the last edition of *Words & Vision*. We apologize for the omission and direct readers to the online version for those references.



Storm Blowing Through Our Country

Lisa Morry | Communications Chair

We knew that a storm was expected before mid-November winds and rain knocked out power, trapped people in elevators, downed trees, blocked roads, closed schools, damaged roofs, raised river levels and boosted take-out business at those restaurants that still had power. We also knew that the game was changed when the federal Liberals were elected in October. I hoped that political winds would blow for the better under the new government, but I'm definitely a wait-and-see kind of person. Governments promise things before they're elected, but can change their minds when they take power.

Although it is very early days yet, the new prime minister has taken action on union issues, meeting with the Canadian Labour Congress for the first time a PM has met with the CLC since John Diefenbaker in 1958, and re-iterating his promise to roll back Conservative anti-union legislation. Bills C-377 and C-525 require that unions report spending and salaries, which would then be posted publicly, and make it harder for unions to organize federally regulated workplaces, yet easier to decertify.

"We were happy to welcome the prime minister to our meeting, and to hear him recommit to repealing the former Conservative government's anti-union legislation, C-377 and C-525," said CLC President Hassan Yussuff, who added that unions want to help settle the 25,000

Syrian refugees the Liberals have promised to bring to Canada in the coming months.

Both of these points are near to my heart. I love labour unions for the good they do not only for their members, but for all workers in the surrounding community. The B.C. Federation of Labour is fighting for a \$15 an hour minimum wage, which will primarily affect non-members who do not pay union dues. B.C. Fed President Irene Lanzinger has argued that minimum wage workers will spend those living wages in the community in which they earn them. They will shop and use services locally, benefiting local businesses from barbershops to restaurants.

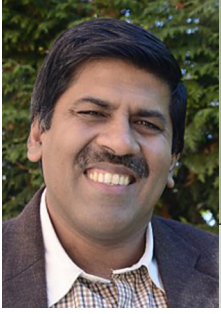
I should have known that unions would back the new government's plan to settle 25,000 Syrian refugees as soon as possible: <http://canadianlabour.ca/news/news-archive/syrian-refugee-crisis-how-canada-can-help>.

Not only is it the right thing to do, it's good for Canada. Us aging baby boomers will likely be living and working longer than our parents' generation, but we're going to be spending more years in retirement and we'll need new workers to pay into the Canada Pension Plan to keep it going. We'll also need plumbers and engineers and teachers and health care workers and new baby Canadians. The incoming refugees will help to make our country strong enough to survive whatever the winds will bring us in future.

Listserv Update

We are continuing to explore options for a listserv or other form of group communication, but have run up against some hefty and discouraging costs. We will continue to work on this issue as expeditiously as possible.





Most Visible Human Rights Issue on Campus

Rajnish Dhawan | FPSE Human Rights & International Solidarity Representative

The continuous rise in the number of non-regular faculty in post-secondary education was discussed in detail at the November meeting of the Human Rights and International Solidarity Committee. The committee decided to give highest priority to this issue and recommended that president's council be asked to chalk out a strategy to tackle this most visible human rights problem on our campuses.

While there is no province-wide or nation-wide data available about the percentage of courses taught by part-time faculty, there are plenty of studies that show that Canada is following the lead taken by its neighbour in the South as far the process of adjunctification of post-secondary education is concerned. The data collected by Colleges Ontario reveals that in 2013, part-time faculty in Ontario outnumbered full-time faculty by two to one, implying that part-time faculty were-teaching 67 per cent of the courses in that province. According to Statistics Canada, there has been a 42.7 per cent increase in the number of university students since 1993, while the corresponding increase in the full-time positions has just touched the 16 per cent mark.

The committee strongly felt that the increase in the proportion of part-time faculty is a direct result of universities and colleges following the corporate practice of focussing on essential administrative machinery while delegating the rest of the work to contractual labour. This ideology has conveniently overlooked the fact the providing education is the core function of universities and colleges and the administrative functions are supplemental to it. Thus the corporatization of education has resulted in creating this flipped version of education system and has given rise to the problem of adjunctism. Teachers should always be at the core of

all education-related policy matters, but thanks to the promotion of contractual teaching by governments at all levels, they have been relegated to the margins. There are plenty of horror stories on both sides of the 49th parallel of post-secondary teachers living in poverty and sometimes depending upon food stamps to get through the summer. The committee unanimously agreed that the increase in proportion of part-time faculty is in accordance with the core function of the higher education system.

Although there is severe lack of data, the committee heard plenty of anecdotal evidence to come to the conclusion that this issue is a serious human rights concern and needs to be addressed in right earnest.

The rehabilitation and settlement of Canada-bound Syrian refugees was also discussed and the committee felt that the cut in ESL funding over the last few years will be a serious impediment in providing ESL training to the refugees. The cost of private schools will be prohibitive and the publicly funded ESL training facilities are severely under-staffed. Without proper language training, the refugees will be at a great disadvantage as they try to find jobs commensurate with their education and experience. The committee observed that it would be the opposite of the desirous effect of this initiative, if, owing to the lack of support, like ESL training, some of the highly skilled and educated refugees end up living in poverty due to unemployment or under-employment.



Eight-Month Financial Update

Michael Maschek | Secretary
Treasurer

Your FSA was involved in facilitating a food drive for the Abbotsford Community Services' Food Bank, together with UFV's Student Engagement team. We would like to thank Martin Kelly for helping us coordinate this drive. Many thanks also go to FSA members and the UFV community at large who all contributed to this just cause.

The FSA has recently made donations to the following organizations:

FSA CHARITABLE DONATIONS 2015-2016

Organizations

B.C. Children's Hospital	400
United Way of the Fraser Valley	260

Food Banks:

Amount

Abbotsford Community Services	1500
Agassiz-Harrison Community Services	500
Chilliwack Community Services	1000
Hope Community Services	500
Mission Community Services	1000
UFV Angel Tree Program	500

The remaining donations budget of \$6,808 will be made before March 31, 2016. The FSA donations policy is available upon request. Please let us know if there are any other worthy organizations to which you would like to see your donations go.

The Finance committee has approved professional development application requests from executive members who plan to take courses that will benefit them in their positions at the FSA in the New Year. So far we have approved three requests for the president, staff contract administrator and the communications chair.

The eight-month snapshot of the association's revenues and expenditures is provided below. To date, most expenditure is within the approved budget and there is nothing concerning to report.

The two most significant budget items, the revenue from members' dues and Federation of Post-Secondary



Educators fees, are both well within budget thresholds. Reserve revenues are 91 per cent lower than our eight-month prorated budget at this point. This is completely anticipated because the entries to incorporate the interest and dividend income into the association's books are made at the year-end, March 31. The FSA's second-largest expenditure, executive release, is currently 37 per cent under-budget.

The second installment of executive releases will be billed by UFV in January 2016. The communications/website expenditure is nine per cent over budget due to security enhancement of the FSA website and necessary updates. The executive transition meeting could not be held this year due to the busy bargaining year. The executive is planning a meeting in February 2016. The Christmas dinner and dance is the main social event that the FSA holds so the bulk of the social events expense happens at this time of the year.

Finally, a new Technology Purchase Provision policy has been implemented to regulate the procurement and use of electronic devices by executive members of the FSA.

Please forward any questions or concerns you may have regarding the financial matters of the association to myself (local 4135, Michael.Maschek@ufv.ca) or our finance assistant Harman Dhaliwal (local 4475, Harmandeep.Dhaliwal@ufv.ca).



Bargaining, Memories and Engagement

Connie Cyrull | Staff Vice President

As the year draws to a close it always makes me feel nostalgic and I'm prone to reminiscing about the events that shaped it: the hours and hours of bargaining, the failed ratification, a new FSA executive, and hours and hours of preparing for another bargaining session. If I was to lament one thing, it would be that we didn't elect a new chief negotiator before the summer break, as if we had, I think we would have been bargaining, or finished by now. I think members are waiting and may be disappointed that there is no substantial news before Christmas. As a member of the contract committee, I feel frustrated, but I will leave it up to the chief negotiator to report.

I think the most exciting part of the year was watching membership engagement once the proposed contract was made public. Though not ratified, it did initiate dialogue amongst members as never seen in the near twenty years I have been at UFV. This kind of engage-

ment is very satisfying from my viewpoint as an executive member, I just wish it would continue, as a union can only progress and carry out the will of the membership if the membership is willing to express their wishes. That is year-round and not just during bargaining. It also proved (or should have proved) to faculty that staff do understand and voted for solidarity rather than be bought by supposed bribes in the form of treats, as some feared they would.

Some of my memories are sad, including the passing of Barry Bompas and Tim Segger. These two past administrators left their marks on UFV and each employee who was fortunate enough to work with and for them. May their families find comfort during this first season without them.

In closing, I want to wish all of you a Merry Christmas and a happy New Year. I hope you enjoy the time with family and friends during the UFV closure.

Did you know?

Your FSA Belongs to Other Unions?

Your UFV Faculty and Staff Association belongs to the Fraser Valley Labour Council (<http://www.fvllc.ca>), the Federation of Post-Secondary Educators of BC (<http://www.fpse.ca>), the BC Federation of Labour (<http://bcfed.ca>), and the Canadian Labour Congress (<http://canadianlabour.ca>), all giving us a stronger voice than if we stood alone.

FPSE CLIMATE SURVEY 2015 - UFV RESULTS

Lisa Morry | Communications Chair

At UFV 134 faculty and 98 staff responded to the Federation of Post-Secondary Educators' Climate Survey, which was also filled out by other small B.C. universities last spring. In reading this survey, it's important to note that the results you see after the initial question are all about UFV. We will have more to say about the climate survey in future, but here are some quick observations.

The answers to question 15 are stunning. Fourteen faculty strongly agreed that the institution does not adhere to and respect our Collective Agreement, 38 faculty agreed with this statement and 46 faculty neither agreed nor disagreed, for a total of about 74 per cent of faculty respondents who don't think the institution respects the Collective Agreement on some level.

Sixty-six faculty respondents strongly disagree with question 23, which asks whether the institution is a better place to work now that it was a year ago. Thirty-seven respondents disagree with the statement and 25 neither agree nor disagree, for a total of 96 per cent of faculty respondents, who do not think working at UFV is better than it was a year ago.

Other answers are equally discouraging. Fifty-two faculty strongly disagree with question nine: "input from faculty is sought and seriously considered in decision-making at my institution," 47 faculty disagree and 19 neither agree nor disagree for a total of about 88 per cent of faculty respondents who don't think their input is valued.

Questions 20, "the Provost/VP Academic helps lead the institution in a good direction," and 21, "the board of governors leads the institution in a good direction," are worthy of your attention as well.

There was a fairly strong staff response to the survey with 98 of us staff members answering the survey. Not surprising is that 64 staff or 64 per cent of respondents strongly disagree, disagree or neither agree nor disagree with question 36 about the institution supporting health and well-being programming. We have been hearing from staff who are very unhappy about cuts to UFV health and wellness pro-

grams. While these programs may have been expensive, particularly in a climate of austerity, they were clearly valued by the staff members who used them.

Staff came out almost equally as opposed as faculty to question 39, with 89 or about 91 per cent of staff strongly agreeing, agreeing or neither agreeing nor disagreeing that UFV is a better place to work than it was a year ago.

While faculty came out strongly in opposition to the institution's respect for our Collective Agreement, staff response was not as strong. Fifty-eight staff or 60 per cent of staff respondents strongly disagree, disagree or neither agree nor disagree that the institution respects and follows the Collective Agreement, in contrast to 74 per cent of faculty respondents.

The answers to questions seven, "deans... listen to and engage with faculty," nine, "input from faculty is sought and seriously considered," 26, "administration listens to and engages with ideas from staff," and 28, "input from staff is sought and seriously considered," are more than a little surprising and disconcerting.

To learn more, click on the link and read the survey.

FPSE CLIMATE SURVEY 2015 RESULTS UFV.PDF

2015

View PDF here

<http://www.ufv-fsa.ca/newsletter-reference-links/>



Job Security, Workload and Conflict Concerns

Laura Chomiak | Staff Contract Administrator

I wanted to take this opportunity to thank Randy Kelley, Connie Cyrull, and our shop stewards for all their assistance while I was off with a hand injury. I'm still working at getting better and I'm hopeful that by the New Year I'll be fully healed. On the positive side, the injury gave me an opportunity to work with Manulife and WCB. I won't say the process was without challenges, but I do feel that going through this myself gave me a better insight into what additional assistance and support I can give to our members as they work through their claims.

With regards to our upcoming bargaining, I wanted our staff to know that I will be sitting at the bargaining table again as a representative.

With the budget forums complete, there have been concerns and questions regarding job security, position cuts, bumping and workload issues resulting from a smaller budget and departmental restructuring and consolidation.

With regards to job security and bumping, one position was cut during the summer. The member affected by the cut will have the opportunity to exercise their bumping rights when and if they return from long-term disability. Management brought forward an additional position to cut, which could have resulted in a lengthy bumping process. The FSA president and I asked to meet with the VP of the area to discuss why the position needed to be cut, and whether or not the positions' duties could be revised in order to save the position, not to mention the effect it would have on staff morale to have to go through yet another round of bumping. Management's response was that no meeting was needed, and the position would remain untouched at this time. I am hopeful with all the fundraising efforts the institution and individual departments are

doing to alleviate the budget shortfall will eventually result in no positions being cut.

Departmental restructuring and consolidation has resulted in members moving into new jobs within and outside of the institution. Since the summer months, seven staff members have left the institution for new careers, others have gone off on educational, secondments, short-term and long-term disability leaves, and others have successfully accepted new positions within UFV.

With position cuts, staff losses, leaves, and restructuring, staff are concerned about their workload and how to address workload issues. Staff should discuss concerns with their supervisor first. Take a look at the projects and the workload you currently have, any new duties (not exceeding your group and step as a result of members leaving the department) and discuss with your supervisor what can be completed within your work day, what may need to be deferred to a later date, what projects may be handled by our auxiliary members, and whether or not overtime (Article 17.6) is an option. Once the discussion has taken place, put it in writing, especially if overtime is involved. The ripple effect of restructuring, bumping, staff leaving UFV, and staff entering into new positions have some members picking up the additional workload to ensure departmental success. What we don't want to happen is this success to come at the expense of someone's health (Article 17.4 and 17.5). That's why it is so important that you discuss your concerns with your supervisor first. If there are still unanswered questions around how to proceed, please contact me or any of your shop stewards to discuss your concerns.

Situations regarding member-to-member conflict and questions surrounding harassment seem to be more prevalent this year.

As the university grows, and our organizational structure changes, we're all faced with some form of corporate culture changes and challenges, which can sometimes lead to inappropriate behaviour. Members and management need to be aware that "...certain conduct is no longer acceptable, no matter what has historically taken place (or may still be occurring in some instances). The importance of deterring inappropriate behaviour and maintaining a respectful and safe workplace is firmly established. There certainly are benefits to all if the workplace culture is respectful, diverse and mature. But, regardless of whether those benefits are embraced by everyone in the workplace, it is critical to recognize that the requirement to provide a non-toxic workplace has been clearly reflected in the changes in the legal landscape — not only in the evolution of arbitral jurisprudence, but even more significantly in the applicable statutory framework. Human rights and workplace safety legislation has established rights, protections and obligations that, if violated, could lead to legal liabilities for workplace participants" (2015 BCCAAA 27 72).

If you have questions regarding UFV's policies regarding harassment, bullying or respectful workplace, or if you have questions regarding behaviours that may result in conflict, please go to the following link <https://www.ufv.ca/hrcro/harassment-prevention-policy/>. You can also email Kim White, Human Rights Advisor at Kim.White@ufv.ca.

If there is anything that I or your staff stewards, or staff VP can do to assist you, please email or phone us.



Supporting Members

Randy Kelley | Faculty Contract Administrator

Work has continued to be busy in the last couple of months. I've been supporting members in issues related to job description changes, workload allocation, disciplinary matters, return to work accommodations, and of course simply answering a variety of questions regarding the interpretation and implementation of our Collective Agreement.

I'm hoping that as we approach the holiday season we will all spend some time relaxing and enjoying the company of colleagues, friends and family.

Merry Christmas to all.

Randy

FSA CONTACTS 2015 - 2016

Executive

President	Sean Parkinson	4584
Faculty Vice-President	Christina Neigel	4558
Staff Vice-President	Connie Cyrull	4214
Faculty Contract Administrator	Randy Kelley	4354
Staff Contract Administrator	Laura Chomiak	4593
Chief Negotiator	John Carroll	4148
Secretary/Treasurer	Michael Maschek	4135
Communications Chair	Lisa Morry	2471
Agreements Chair	Vicki Grieve	2439
JCAC Co-Chair	Gayle Noel	4093
JPDC Co-Chair	Colleen Bell	4396
OH&S Co-Chair	Noham Weinberg	4493
Social Committee Chair	Emily Major	4055
FPSE Rep. Status of Women	Teresa Piper	4061
FPSE Rep. Human Rights	Rajnish Dhawan	4784
FPSE Rep. Non-Regular Employees	Clare Dale	4389

Local

Faculty Stewards

Faculty of Arts	Bosu Seo	4818
Faculty of Applied & Technical Studies	<i>Vacant</i>	
Academic Support Faculty	Colleen Bell	4396
Faculty of Access & Continuing Education	Julia Dodge	2553
Faculty of Health Sciences	<i>Vacant</i>	
Faculty of Professional Studies	<i>Vacant</i>	
Faculty of Science	Debbie Wheeler	

Local

Staff Stewards

Staff - Abbotsford & Mission	Martin Kelly	2509
Staff - CEP / TTC	Shelley Chute	4006
Staff - Member at Large	Heather Compeau	4096
Staff - Member at Large	Kulwant Gill	4578
Staff - Member at Large	Neil Webb	4205

Office Administration

Member Services & Procedures	Tanja Rourke	4530
Finance	Harman Dhaliwal	4475

Local